

Lancaster County Comprehensive Team #3
Employment Demographics
October 21, 2004
9:30- 10:30 a.m.

In attendance: Tina Rhode, Cedars; Amanda Hiderich, Cendars; T. J. McDowell , Lighthouse; LeeAnn Pancharoen, Lincoln Action Program; Brian Mathers, Lincoln Action Program; Melissa Beecher, Juvenile Justice Coordinator; Linda Alm CenterPoint; Heina Manon, Lincoln Action Program; Karen Heusel, LCAD; Sheli Schindler, YSC; Anne Hobbs

Many of the group members were already familiar with one another – but we went around the table to make sure and to introduce, Melissa Beecher, who is the new Juvenile Justice Coordinator.

Each agency was asked to do a brief update regarding the goal that they had set in April –towards diversifying staff within agencies. (See the Updates Article about Commitment to Diversity –for the update.)

Anne talked about Team's Three's goal to act as a resource for Lancaster County agencies serving youth, and distributed the interview questions that Team #3 developed to assist agencies with asking questions related to diversity. (The list of questions also included potential answers that you might hear from the applicant.) Also—agencies were reminded that they can USE team #3 as a resource—if they would like to diversify the interview process—they can contact Anne to have a Team #3 member assist with interviewing. Cedars pointed out that some of the interviewing questions distributed are similar to ones they have incorporated as part of COA accreditation.

Members discussed the goal for this group and determined that our REAL goal is to better serve youth –by having diverse staff that can perhaps related better to that youth. Towards this end, the group established that we really do not want to have a quota or focus to heavily on “the numbers.” If you are serving large number of white females –then you may want a staff that is predominantly white and female. Anne pointed out that our juvenile justice system IS over represented with minorities –so we really do want a racially/ ethnical diverse group. The group mentioned several other possible goals for the group.

- Provide a diversified workforce and sustain them
- Provide training and sensitivity
- To share ideas and information about what other agencies are doing in the area of diversity
- Look into developing a satisfaction study for youth in the agencies that serve them

LAP made an announcement about the Youth Conference that will be held in the Spring - that will serve as a forum for youth to learn more about juvenile justice employment and serve to educate families/ youth about obstacles (like a law violation) and how they can derail a career. This is a joint project between LAP, Lighthouse and the Indian Center. [Melissa added that she will be having a team 5 \(public information committee\) meeting soon and will be looking at ways to make parents, youth and the public more aware of the Juvenile Justice System such as how a criminal record may affect someone when applying for a job.](#)

This group will continue to meet every six months to discuss staffing patterns within the juvenile justice field, challenges we are facing, methods and ways we can work together. The next meeting will be held in March or April 2005. (We may want to hold it before the Youth Conference) Anyone who would like to meet more regularly to discuss issues of DMC in Lancaster County is welcome to attend the regular Team #3 –which meets monthly in this same room (conference room of Kit's offices.)